

ENGINEERING



THE MAGAZINE OF PLANT MANAGEMENT AND OPERATION

January, 1947

A
Lasting Elastic
RAINCOAT

for your
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Experts in Restoration, Water and
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age Tanks and Mill Buildings.

DUM DUM CONTRACTORS

**FIRE LOSSES DEMANDING
ACTION**

Faced with an average annual toll of 10,000 deaths from fire together with property losses which exceeded \$560,000,000 in 1946, President Truman is sponsoring a nation-wide effort to cope with the fire menace. The President's Conference on Fire Prevention is now past the formative stage and a volunteer staff is at work preparing for a meeting in the Departmental Auditorium in Washington on May 6-8.

More than 2000 delegates are expected to attend and committees will be appointed to make advance studies of special aspects of the fire prevention problem, including enforcement, law revision, building codes, inspection, fire-fighting services, education and publicity, and to draft recommendations for the Conference.

Sparks

Two more fires, one from an acetylene torch and the other due to a welding job, again bring to our attention the extreme hazards of the use of torch cutting or welding operations in grain handling plants.

Cutting operations are particularly bad because red hot pieces of metal may be thrown as much as 30 feet horizontally, unless the precaution is taken of completely surrounding the operation with a shield of flame-proofed canvas. Even then a guard provided with extinguishers, pails of water and wet burlap sacks should stand by and keep on the lookout for trouble.

Considering the nature of the average elevator or mill and the hazards inherent in torch-cutting operations, that method of cutting should be used only when no other method is possible.—Grain Dealers Fire Ins. Co.

Husband: The man who runs things around the house, especially the lawnmower and errands.—Coronet.

"GRAIN"

Published monthly on the 15th.
Publication Office, 2800 Chicago
Board of Trade, Chicago 4, Ill.
Phone WABash 3111-2; 8126-7-8-9.
Subscription price \$2.00 a year;
overseas \$3.00; single copy 25c.
Editor and Business Manager—
Dean M. Clark

New York Representative, K. C.
Pratt, Inc., 50 East 42nd Street,
New York 17, N. Y. Phone MUrray
Hill 2-3730.

Two Twin-City Fires

Cause 5 Million Loss

Minneapolis' 1946 fire loss reached unprecedented heights in nine unparalleled days of fire history when two spectacular and disastrous conflagrations caused damage of nearly \$5,000,000. On December 19, the Union Terminal Elevator, owned by the Froedtert Grain & Milling Co., Milwaukee, burst into flames with a loss of \$2,750,000 in the destruction of the largest wooden structure for storing grain in the world and its contents, 1,600,000 bu of malting barley plus 200,000 bu of corn. The elevator contained 300 separate bins with a capacity of 2,000,000 bu. Both the elevator and its contents were completely covered by insurance, as was the business interruption loss.

The Brooks Elevator Corporation's Elevator C went up in flames on December 28 and was probably the biggest of the year from the standpoint of fire fighting equipment needed to quell a roaring blaze. The huge building was constructed with tiers of 2x8 planks outside of which was a layer of corrugated metal. The corrugated walls withheld the fire for some time as flames raced across the roof and upper structure, but as the grain inside burned fiercely the walls melted away and an estimated million bushels of smoldering corn, rye and barley cascaded across railroad tracks and storage areas. Property and content loss was \$1,750,000, fully covered by insurance.

The Union Terminal Elevator, a sheet-iron clad structure of wooden crib construction, was more than 60 years old. The drier was not in operation on the night that the elevator was destroyed but a crew of four men were engaged in cleaning operations. Apparently a leg became choked, although there have been conflicting stories between the men who were on the job.

First detection of a blaze was made by an employee running the feed into the boot of the leg when he saw fire bursting from the leg casing near the idler a short distance above the main floor. This leg was driven off a main floor drive shaft by a belt running up to the head pulley inside the leg belt.

From information received the leg must have been choked starting the

fire by friction on the drive pulley which spread through the leg casing before the machinery was shut down. Fire was shortly discovered in the head of the workhouse and spread rapidly through the galleries into all open parts of the structure. The destruction was complete and the large stock of barley which it contained is now being salvaged for what it is worth.

The Brooks Elevator fire started and spread in very much the same manner without an explosion and with all workers escaping without injury. It was the same type of structure as Union and almost as old. Nobody reported an explosion.

Overcome by fumes of fermenting barley encountered when they attempted to obtain samples of wet grain from the Union terminal fire, two employees were rescued by firemen. Both were overcome by the fumes when they opened tanks adjoining the destroyed elevator long after the fire.

[Members of the grain trade in Minneapolis estimated that there are approximately 25 grain elevators in that market that are of wood construction.]

\$100,000 CALIFORNIA LOSS

Fire destroyed the California Milling Co's grain elevator on Jan. 18

with an accompanying loss of \$100,000.

SOYA PLANT BURNS

A Jan. 5 fire destroyed the West Tennessee Soya Co's. plant at Tiptonville, Tenn., with loss placed at \$850,000. The two-year-old plant was to have placed new equipment in operation on the following day that would have doubled its capacity, states manager P. T. Pinckney.

FIRE CLAIMS FEED MILL

A \$300,000 fire destroyed the Dr. Heinz Nu-Way Feed Co's plant in Cincinnati the night of Jan. 4, injuring six firemen. The company owns a smaller plant at Bowling Green, O.

TWO WINNIPEG PLANTS BURN

Two grain elevators in St. Boniface, suburb of Winnipeg, including 300,000 bu grain in store, were destroyed by fire on Dec. 8. Loss is placed at \$500,000.

Barge Elevator Destroyed

Continental Grain Co's. river elevator at Havana, Ill., burned completely, the fire also destroying 80,000 bu of corn and soybeans awaiting shipment. Loss is estimated at \$175,000.

THREE ALARM BLAZE

Spontaneous combustion was said to have been the cause of a three-alarm blaze in the drying department of Albers Milling Co's. five-story drying unit at Oakland, Cal., on Dec. 18. One fireman was injured and many tons of grain were destroyed. During the war a \$6,000,000 fire loss was experienced.

CARTER-VENABLE FIRE

Firemen succeeded in confining the fire that hit the plant of the Carter-Venable Co., Richmond, Va., on Dec. 19, to the storeroom area where records were kept, however the loss will run up to \$75,000 due to water, fire and smoke damage to feeds and seeds, reports partner E. M. Eppes, Jr.

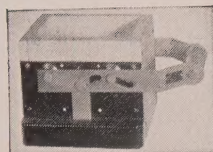


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the* **BAG**

... invest in a

SEEDBURO BAG HOLDER

Seedburo is known as the "Buying Center" for Equipment and Supplies. Our line includes over 500 different items—thermometers, scales, bag trucks, intercommunication systems, fire extinguishers and a host of other products. All are built of finest materials . . . meeting Government Specifications where they have been established, rigidly inspected and fully guaranteed. Prices current subject to change.



Pins withdrawn
Bag is Full
Bag Holder is safe



PINS UP!
Bag Held
Securely

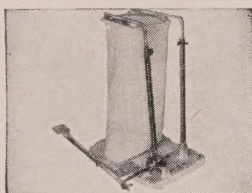
ERNSBERGER—EASILY INSTALLED, FITS MOST SPOUTS

No. 569—Dull pointed snubbing pins projecting about an inch above hollow cleat hold bag securely until filled. Bag is snubbed on cleat, relieving strain on fabric. No boxes required to support weight in sack, except where light cotton sacks are used. Pins pass thru mesh or fabric, do not make holes in top of bag. To raise snubbing pins in position to hold bag, push handle forward. To remove bag, pull handle back and pins recede, thus releasing bag from spout. Consists of: 2 side plate assemblies: 1 wood handle 7" long, and screws for mounting bag holder on spout. Secure side plates to spout, cut wood handle the required length, fasten handle and plate with lug screws and the job is done. \$4.95 each.



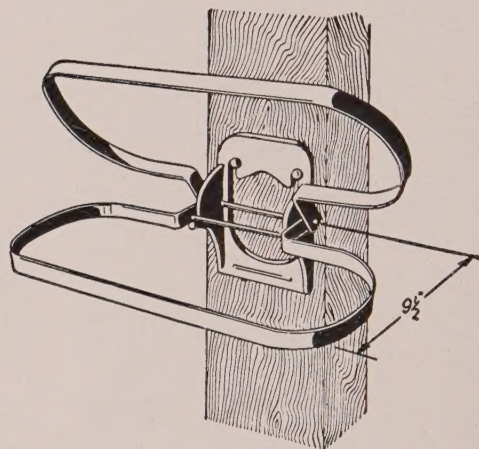
UNIVERSAL

No. 114—This bag holder has won great acceptance in the grain and seed trades because it is simple to use and sacks will not fall off while being used. Constructed mainly of soft steel, with malleable iron jaws. Adjusts to any height or width of sack. Releases by a simple movement of the spring controlling the arm. Along the front of the frame is placed a bar for holding a shovel or a basket for grading at time bag is being filled. \$9.50 each.



GIBBONS

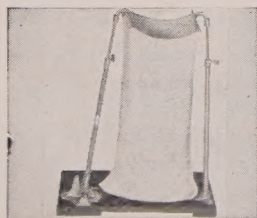
No. 470—Make the work of filling bags easy and fast by installing a Gibbons Bag Holder. It can be installed on a platform scale or on the floor. The distinguishing feature of the Gibbons is the foot release attachment which allows complete freedom of the hands for attaching and removing the bag. It's adjustable for any width and height bag. All castings are made of aluminum for lightness. \$20.00 each.



AT LAST—An Inexpensive Bag Holder

Let the Seedburo Bag Holder speed up your work of filling bags. It can be operated by one man, and can be set up wherever you can drive two 10 penny nails. Holds the bag firmly between two steel bands or hoops. The hoops have just the right amount of tension to hold cotton or burlap bags of any weight or thickness. Heavy steel hoops and cast iron base are rigid enough so they will never bend or get out of order. Opening at top is 15 inches long by 6½ inches wide. Plenty big enough to shovel into without spilling over the side, because bag is held firm and smooth. Everything goes inside. \$4.00 each.

IMPROVED MOSHER



springs are an assurance of stability as well as durability. Built to accommodate bags of any height or width \$9.10 each.

No. 391—Here is another type bag holder with jaws that grip the bag firmly at all times eliminating any danger of slipping. The jaws are square and have a small outward projection at each corner to hold the bag open in a rectangular position. The malleable iron jaws, wrought iron pipe standards, and steel

SEEDBURO

EQUIPMENT COMPANY

620 BROOKS BUILDING - CHICAGO 6, ILLINOIS

Management's Dividend—Paying Duty

*By Charles J. Winters, Superintendent
Public Grain Elevator, New Orleans*

FOREMOST in the mind of the nation is the deep desire to assure to veterans every opportunity for a satisfactory and happy adjustment into the economic and social fabric of the country for which they so valiantly fought. The grain handling and processing industry has as a whole been very co-operative in this respect, but a continuation of the program of employment in the industry of the veteran is important.



With a shortage of skilled workers, the apprenticeship aids provided by the Federal Government should be considered and used. Under the GI bill, a monthly subsistence allowance is provided

for the veteran who is employed as an apprentice. He receives this allowance in addition to his wages, but the total amount exclusive of overtime payments must not exceed journeyman's wages in the craft for which he is being trained. The procedure of the program should be considered on the following basis:

1—How many apprentices do you need to train? 2—What wages will be paid the apprentices? 3—How will their supervision be handled?

The number of apprentices is customarily expressed in terms of ratio of apprentices to journeymen; apprentice wages are a standard percentage of the skilled worker's rate; and in their supervision it is important that records of their work experience and training be maintained. These are terms and conditions that are the responsibility of individual employers, and the success of a veteran's employment program depends on the accuracy of your placements.

Many War-Time Skills Usable

THE Foreman or Superintendent of your plant is the key man in the successful return of or initiation of the veteran because he is the one who has the day-by-day, man-to-man contact with the workers. During the days of the war the foreman was equal to the extra tasks and huge burdens placed upon him, and he has demonstrated that he has what it takes to do a good job. To the man in the supervisory position, the veteran returning to his job or beginning his apprenticeship presents a new duty. He will have problems of readjustments, but time and patience will pay rich dividends eventually.

Modern war is technicians' war. The boys who fought in the war against the Axis nations received training that has peacetime value. It is to the interest of an elevator or a mill to build up a reserve of trained men to meet the problems of the future by instruction, both practical and academic. It would be unbelievably short-sighted to overlook the possibilities in the opportunities offered by the government to help you continue

the education of these veteran-apprentices. On-the-job training appears the best solution for meeting the needs and wishes of the veteran so that eventually he can fully meet the requirements necessary to employment in the industry in his chosen field.

Practical assistance in organizing and operating a program for veteran employment is available through the local offices of the United States Employment Service, and arrangements can be made to obtain the services of trained personnel for technical advice and assistance. A good point to remember is that all military jobs are in some measure related to civilian jobs, and a great number are identical.

In any plant it has always been a policy to have the right man in the right job. Maybe, if you've already placed a veteran in the right job, he has become a decided asset to the company, but perhaps you still have jobs open for a "right" man. It's something worth thinking about, and it certainly is a duty you owe the boys who fought to consider them in your search for a worthy employee.

Interested? The USES will send their "Employer's Guide" to you if you so request. Why not contact them today?

VETS BEING TRAINED

Seventy-seven Illinois Veterans of World War II, who are enrolled in on-the-job training programs and learning to become grain elevator managers, reports Ray J. O'Leary, Corn Products Refining Company, attended a three-day session at the Chicago Board of Trade last month. The well-planned schedule and excellent instruction given promises that the program will become one of the outstanding of its type in the state.



"She wears the Pants in Our Family."

During the three days, instructions and practice in grading corn and soybeans were under the guidance of the USDA Extension Service, the Board of Trade and the State sampling departments. Designed to meet the needs of future elevator managers, instruction and discussions were chosen because of their importance to the successful dealer.

This program can be extended to include training in other segments of the grain handling and processing industry if desired, and if the necessary co-operation is readily forthcoming.

LOW LABOR COST INDUSTRIES

Flour milling heads the list of those industries having the lowest labor costs per dollar of sales, according to an analysis recently issued by a securities house. Amounting to 4.6 cents per dollar of sales in 1940, cereal manufacturing trails with 6.1 cents. Naturally all costs have risen since the last figures became available, however, the relative positions of industries or segments thereof has probably remained approximately the same.

PRODUCTIVITY DOWN

Four-fifths of American industrial plants are badly in need of skilled labor, two-thirds are short of technicians, and worker productivity is 73% below prewar standards—but is improving, according to *Modern Industry* magazine. In disclosing the results of a survey, the magazine added:

"Where productivity is down, poor worker morale is chiefly to blame; union leadership rates fourth as a cause. Where productivity is up, improved methods and wage incentives are mainly responsible." Too-liberal unemployment compensation, housing shortages and the return of war workers to schools and retirement is cited as reasons for manpower shortages.

LABOR SHORTAGES PREDICTED

Labor shortages in the Middle West may be expected for some months to come, the Federal Reserve Bank of Chicago predicted in its December issue. The number of workers employed in 1946 averaged 20% under the peak war years of 1943 and 1944, although 40% above 1939 levels. The number and duration of "second round" strikes will determine the labor situation this spring, according to this analysis.

Counter-balancing trends which will affect the labor supply are: (1) the heavy withdrawal of women and older men from the labor market is apparently over, (2) the abnormally heavy enrollment of younger age groups in educational institutions is likely to decline, and (3) the tendency of many discharged servicemen to take long vacations before looking for work is decreasing. These indicate a larger labor force in time to come.

Higher Mathematics

Did you know—That the Federal government now employs more persons than all the state, city and county governments of the 48 states?—That the federal payroll's annual cost to the taxpayer is now 6¼ billion dollars?—That to pay this sum for

to have their names engraved on their gifts, along with the date of their entry into the services of the firm, were J. A. Mull, General Manager of the Terminal Department; Harry B. Stoker, Vice President in charge of the Duluth office, and many others.

Lloyd E. Marshall, Elevator Superintendent of the King Midas Flour Mills at Hastings, Minn., was likewise honored. E. L. Dobbin, Superintendent of the Pioneer Steel Elevator, Minneapolis, has thirty-one years of service to his credit, and Emil Carlson, Superintendent of the company's Star Elevator, also of Minneapolis, has chalked up a quarter-century.

Cash for Ideas

Suggestion contests were instituted during the war by many plants which

ABUSE OF UNEMPLOYMENT INSURANCE

Anyone who wishes to work up a little righteous indignation can easily do so by looking into the practices followed in administering unemployment insurance. The policy of protecting the claimant's former earnings level, which now seems to be universal, results in keeping large numbers of persons on the unemployment payroll during periods when large numbers of jobs are available.

In one case which has come to our attention, a manufacturer asked the U. S. Employment Service for a thousand men at 95 cents an hour; in two weeks he obtained seven, the others who were referred to him being unwilling to accept less pay than they received in war plants and preferring to take unemployment insurance. . . . In one state, 67,000 people were referred to prospective employers in the past three months, with 31,545 refusing to accept offers of jobs for pretty much the same reason.

The past year's experience with unemployment compensation indicates clearly that many individuals will not work while it is possible to draw pay for being idle. The policy of deliberately encouraging this form of idleness is being followed by the officials who run the unemployment program. Job insurance was never intended to provide vacations at the expense of the taxpayers, but that is the way it is working out in literally hundreds of thousands of cases.—Millers' National Federation.

one year requires all the monies collected by the Treasury from taxpayers in 19 states at the rate of individual and corporate income which prevailed in those states last year?

RECEIVE WATCHES

Paul H. Christensen, Minneapolis, and Oscar W. Olsen of Duluth, well-known SOGES past presidents and currently directors, received beautiful Lord Elgin wrist watches in appreciation of 25 years of loyal service with F. H. Peavy & Co. John E. Carlson, Superintendent of the Peavey Elevator in Duluth, and John M. Maki, Superintendent of the company's Globe terminal in Superior, were likewise honored.

Nor were the bosses omitted in this gracious expression. Among the 96

had never previously thought of tapping this source of ideas. Perhaps the success experienced by war plants in this respect, plus the wide publicity given the results, influenced this decision. Regardless, a number of grain processing plants have had suggestion systems in operation for years, and the results have more than justified the effort.

Seven Pillsbury employees were recently awarded \$100 checks by President Philip W. Pillsbury, who doubles as chairman of the Suggestion Plan Committee, and the ideas submitted are worthy of note. A packer mechanic at Atchison improved the company's automatic equipment to expedite the placing of recipe-inserts into the filled flour sacks. A Clinton feed plant line operator suggested a more

efficient method in which to handle many more tons of feed ingredients per day.

A series of effective "Dopey Dan" plant safety cartoons for the company's publication were created by two machine operators at Springfield, Ill. Structural changes that boosted production were recommended by a pancake flour blender. The feed board on his machine was redesigned by a head bottomer in the firm's paper mill in Wellsburg, W. Va., and the output was thereby boosted. In the same plant a machine tender suggested a water drain line that solved a moisture control problem. Bag breakage during the sealing operation was another prize-winning idea of an Ogden specialty plant operator.

So many firms have adopted the suggestion system that an association has been formed to exchange profitable ideas.

MILL WORKERS SNUB PORTAL SUITS

Indiscriminate filing of portal-to-portal pay suits is not in the best interests of milling industry workers, it was decided by the executive board of the AFL Federation of Grain Processors in Minneapolis before the fate of the decisive Mt. Clements Pottery case was finally passed upon by the federal court.

Representing a reported 50,000 workers in the milling industry, the board recommended to all local unions that "if abuses exist in any of their mills, such abuses should be corrected by negotiating changes in their working agreement through the normal channels of collective bargaining." [Ed.: Quite a refreshing and commendable attitude to know that exists in a segment of one's chosen industry, particularly in face of the wide-scale suits previously filed by national union officials from Washington headquarters without the knowledge or consent of local unions.]

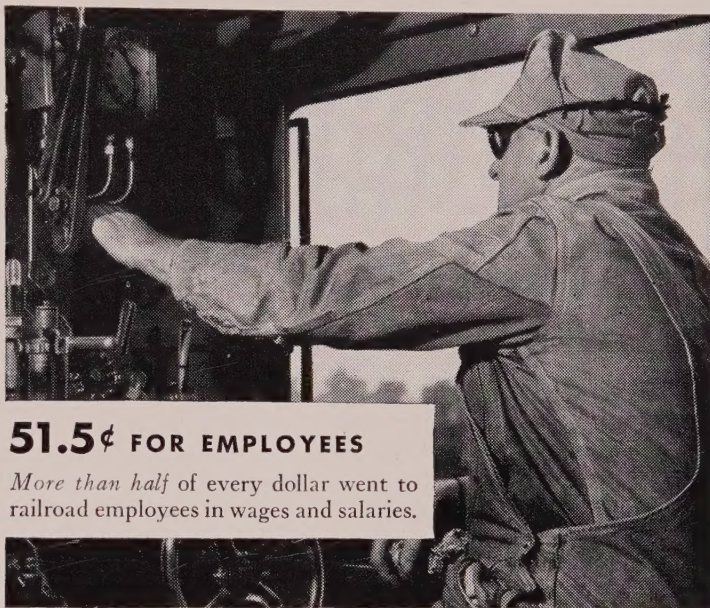
"FREE SPEECH" CLARIFIED

The Eighth Circuit Court of Appeals, in rendering a decision on Oct. 23 in the case of the National Labor Relations Board vs. Montgomery Ward & Co., rejected the so-called "captive audience" doctrine of the NLRB that compulsory attendance at a meeting of employees at which a representative of the employer delivers a speech is a species of coercion. The employer was held to have a right to tell the employees that it was opposed to the closed shop. The right of free speech "is not denied an employer by the terms of the National

WHO gets HOW MUCH of the RAILROAD DOLLAR?

(A REPORT TO THE PEOPLE FOR 1946)

You, and all Americans, look to the railroads not only to take you places, but also to bring you things—food, clothing, fuel, and just about everything else for your home and your business. For this dependable service to 140 million people, and for hauling the heaviest peacetime traffic on record, the railroads received about 8 billion dollars in 1946. Let's see what became of this money.



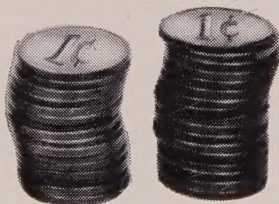
51.5¢ FOR EMPLOYEES

More than half of every dollar went to railroad employees in wages and salaries.



33¢ FOR MATERIALS

Much of this 33¢ spent for materials, fuel, and other supplies was, in turn, paid by the railroad suppliers to *their* employees. So, directly or indirectly, by far the largest part of the railroad dollar goes to pay wages.



6.2¢ FOR TAXES

This part of the railroad dollar went to Federal, state, and local governments to be used—the same as your town taxes—to help maintain schools, courts, roads, police and fire protection, and other public services and institutions. None of this tax money goes for railroad tracks or terminals.



6.6¢ FOR INSURANCE POLICYHOLDERS AND OTHER INVESTORS IN RAILROAD BONDS

Most of this 6.6¢ was paid to those who lend money to the railroads—including millions of thrifty Americans who invest indirectly in railroads through their insurance policies and savings accounts.



2.7¢ FOR IMPROVEMENTS AND OWNERS

And so after paying for wages, materials, taxes and necessary charges upon their obligations, railroads in 1946 had only 2.7¢ left out of each dollar they took in. Out of this they must pay for the improvements necessary to keep railroad property abreast of public needs, before anything is available for dividends to their owners.



AMERICAN RAILROADS
IN PARTNERSHIP WITH ALL AMERICA

ASSOCIATION OF

WASHINGTON 6, D. C.

Labor Relations Act. It is only the abuse of that right in attempting to coerce employees that is forbidden by the Act."

The Court also upheld the right of the employer to refuse to reinstate certain Kansas City plant union employees who had been discharged for refusing to process orders of the employer's Chicago plant where union employees were on strike, holding that such refusal constituted proper ground for discharge.

MANUAL FOR SUPERVISORS

There is a growing clamor among foremen and supervisors to know more about Federal laws on labor and social security. The average supervisor finds that he can save time and money for the company if he has the correct answer at hand for the employee puzzled by such problems

INFORMING WORKERS OF THE "WHYS" AND "WHEREFORS" A GOOD IDEA

To top management, made more cost conscious by the return to competition, A. C. Croft, President, National Foremen's Institute, recently sounded the warning:

"Workers will not willingly and knowingly work themselves out of a job. Therefore, improvements in work methods must be sold to them. And they can only be sold to workers if management learns to be as efficient in selling its policies and decisions to its work force as it is in selling its products and services to customers."

In dollars and cents, effort and money are well expended which give employees an understanding of why management is doing what it is doing, and of how these actions will be effective in advancing their interests as well as those of the company. Experience shows, he asserted, that when workers clearly perceive that technological changes are necessary to maintain or expand the market for the company's product or service, their resistance to job changes and improvements in work methods will naturally abate—even though a few among them may have been adversely affected.

Conflict And Misunderstanding Can Be Avoided

Another essential is a virtual guarantee by management that any worker, who because of technological changes, loses his job or suffers a demotion or other undesirable change in his position, shall be given the ut-

as his social security deduction, his overtime pay under the law, or his right to join or refuse to join a union.

In the new and compact 100-page second edition of "The Federal Labor Laws," supervisors can find simple answers to hundreds of tough questions about the labor status. In popular instead of legal terms, the manual explains the most important aspects of these laws and subjects: The Wagner Act, the Wage and Hour Law, Unemployment Compensation and Old Age and Survivors Insurance, the Employment Service (now returned from Federal to state control), the GI Bill of Rights, Veterans Re-employment and Seniority Rights, the Fair Employment Practices Committee (now defunct but with a strong chance of revival), etc.

The second edition includes all Congressional amendments to date, together with revisions based on new

most preference for all new job openings which may restore him to his original status.

"Temporary loss of job and status will be borne by most men, and not opposed by their sympathetic fellows, if it is really temporary. Where there is no such assurance, the change will be resisted. And the resistance doesn't end when the workers whose jobs were wiped out leave the plant. It remains and grows among the surviving workers, each of whom becomes fearful that it will be his turn to go when the next improvement in working methods comes along."

Many companies have set up training programs, financed by the returns from improved working methods, which fit the displaced workers for other jobs in the plant. Others have found it possible to so coordinate their layoffs with the normal quit rate that no worker, otherwise adversely affected by an improvement in working methods, need be laid off or demoted.

Conflict over improvements in working methods arises between management and labor, Mr. Croft emphasized, because the former is sales and cost conscious—the latter simply job conscious. "Individual workers, and union leaders as well, will admit this identity of interest. They will grant that more jobs can be created when lower costs are translated into more sales. Unfortunately, workers can rarely see direct and personal evidence of the job-creating nature of more efficient working methods."

agency regulations or caused by major court rulings. As a loose-leaf manual, "The Federal Labor Laws" can be kept up to date with the insertion of supplements and substitute pages. These will be prepared by the National Foremen's Institute of Deep River, Conn., and sent out to owners of the book whenever important changes are made in the laws.

WAGE-HOUR TEXT

No Federal law raises its complex head more often in the day-to-day supervision of employees than the Wage and Hour Act. Problems constantly arise concerning the Act's interpretation of overtime pay, straight time wages, maximum hours, related union agreements, workers covered or exempted, records to be kept and any one of the many other aspects of the law.

"Observance of the law cannot be guaranteed by the watchful eyes of the plant superintendent or the personnel director and his staff alone," writes Arthur T. Jacobs in "What You Should Know About the Wage and Hour Act," a new manual published by the National Foremen's Institute of Deep River, Conn. (Price 75c.) "Effective compliance can only be achieved through the constant cooperation and attentiveness of foremen and other supervisors."

He points out that those who oversee the work of others should have a working knowledge of the Act or they may, unwittingly, violate the law and lay themselves and their employers open to severe legal penalties, plus double the amount of back wages due any aggrieved worker. To help employers and executives handle situations arising under the Act, Mr. Jacobs, labor economist on the Institute staff, prepared a 55-page manual that explains in clear and non-legal language the provisions of the law and the procedures required of employers. Among the subjects it covers are these: Purpose of the Act and Coverage, Status of Supervisors, Straight-Time Wages, Definition of Hours Worked, Maximum Hours and Overtime Compensation, Collective Bargaining Agreements, Seasonal Industries, Handicapped Workers, Learners, Apprentices, Student Learners, Exemptions, Records Required.

SEEK COMPENSATION BOOST

The Minnesota Federation of Labor is calling upon members of the 1947 legislature to increase state workers' compensation benefits from \$7,500 to \$10,000 in case of death, from \$12/24 to \$15/\$30 a week in